

Strategic Workforce Planning: Building Tomorrow's Team



GTI - Coordination Office and International Relations (Accredited Programs)



Course Description

The Strategic Workforce Planning: Building Tomorrow's Team is designed to equip HR professionals and business leaders with the skills necessary to align workforce strategies with organizational goals. This course emphasizes evidence-based decision-making using analytical tools to ensure that the right people with the right skills are in place at the right time. Participants will explore interactive modeling scenarios and gain insights from effective case studies, enabling them to create sustainable workforce planning processes that complement corporate business plans.

Who Should Attend

This course is ideal for:

- HR professionals and managers who understand workforce planning concepts and wish to elevate their practice to a strategic level.
- Business leaders seeking to enhance their workforce planning capabilities.
- Individuals responsible for aligning workforce strategies with business objectives.

Course Objectives

By the end of this course, participants will be able to:

- Create effective governance structures for workforce planning.
- Understand demand planning and the implications of workforce analytics.
- Address diversity and inclusion within the workforce strategy.
- Collate and analyze data inputs within their organization.
- Identify tools and techniques required for effective workforce planning.
- Build holistic workforce models that consider employee engagement and talent retention.
- Implement a comprehensive workforce planning strategy that integrates strategic HR interventions.

Course Content

Strategic Workforce Analytics

- Collating relevant data inputs and identifying business stakeholders.
- Utilizing HR information systems for strategic workforce planning.
- Conducting trend and shape analyses to inform decision-making.

Demand and Supply Planning

- Understanding the labor market and identifying unexploited talent sources.
- Addressing diversity and inclusion through data analysis.
- Examining case studies to illustrate effective supply planning.

Building Holistic Models

- Evolving people analytics as a guiding force in workforce planning.
- Stress-testing business plans from a people perspective.
- Creating integrated models that support strategic objectives.

Creating Governance and Business Value

- Setting ground rules and a start date for analysis.
- Establishing a moratorium on role changes during planning.
- Creating business value through insights from data analysis.

Implementing the Workforce Plan

- Developing templates and action plans for implementation.
- Conducting pulse checks to ensure alignment with strategic goals.
- Engaging in continuous review and adjustment of the workforce plan.